

## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>Elem Ed. minor in Spanish</u>
Areas of Certification  	
Name of Interviewer  	
Date of this Interview <u>3-19-04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - 4 blocks - Rdy (Writ) list combined. Performance task w/ rubric. Read aloud exposing new text. Indep. reading. AR tests. - Standards - Rdy. Math, Sci, SS <sup>math</sup> a lot, but not approved yet?					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Stress the positives - work toward earning rewards. Student input in designing rules. <del>Believe</del> Believes she has good rapport & class mgt. - Look at IEP's inclusion - meet their needs.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Informal - big class w/ a web & discuss background knowledge. RVL chart. Bell ringers. Formal - after a unit of study - not necessarily a test can be alternative to written. (Project) - Hands on - math manipulatives. Projects in class. Practice PSSA Open ended questions every week.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: - Wants to go back to school to focus on an area that she ends up in. - Teamwork - all on same page, team teaching, use each other as resources. - conf. - could talk about your students. Stay in classroom. Int. - worth a value					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 11

23 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>pref. 4-5 - will take any</u>
Areas of Certification <u>EI. Ed.</u>	
Name of Interviewer <u>3.19.04</u>	
Date of this Interview <u>3.19.04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>"We had to use it"</i> <i>a framework of what student need to know.</i> <i>ALB - a wake-up call.</i> <i>Assess. - makes kids accountable</i> <i>Informal &amp; formal</i> <i>Sub - 5yr. 4th gr. + 5th 7-8 gr. ES Summer Math TSS</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Pairs of desks</i> <i>library</i> <i>writing workshop</i> <i>word wall</i> <i>bulletin boards</i> <div style="display: inline-block; vertical-align: middle; margin-left: 20px;"> <i>• Verbal Praise</i>  <i>• Bulletin Board - A papers</i> </div>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>R + W in everything</i> <i>Writing Perf. Task w/connections</i> <i>Guided Reading</i> <div style="display: inline-block; vertical-align: middle; margin-left: 20px;"> <i>Review IEP's</i>  <i>Behavior Plans</i> </div>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Education is always changing - you have to be willing to change</i> <i>The doc doesn't end @ 5:30</i> <i>Take work home</i> <i>Made a newsletter</i> <i>Coach for Eco-meet</i> <i>Puts in 100%</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>calls,</i> <i>newsletter</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

23/24

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Lori Carr	Position Applied for	Elementary - (Spanish minor) no preference
Areas of Certification	B Schomwe		but more experience in 4-5
Name of Interviewer	3/19/04		
Date of this Interview			

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>stands on lesson plans; framework of what students need to know, be accountable for; state lesson + use of as guidelines</i> <i>NCLB wake up call - plan of strengths + weaknesses -</i> <i>to meet expectations - PSSA should not scare you - add teacher #0</i> <i>Kids accountable - inform / formal.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>library; groups or pair desks, manipulatives, abacus, writing center, word wall; BB display with jobs, schedule</i> <i>open for kids to use</i> <i>encourage to do best; display; reward system</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>R + W in everything; OE task - explain, why; SS cite evidence connection</i> <i>Check IEP goals → separate behavior plan; documentation</i> <i>individual teaching, small groups</i> <i>Don't lose focus of whole class</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>works beyond the day; work home; academic tutor; lunch for each meal - Best for students, engage students in learning</i> <i>loves kids + students</i> <i>parent signed student planner - notes to parents; monthly newsletter; pc, Conf.</i> <i>open door to parents (except during instruction time)</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>99 Slipping Rock -</i> <i>CV 4th gr - 5th gr (1 1/2 yr) works ES (7/8 CV HS) Title I Science/math teacher</i> <i>TSS - Mexico City American School; AI, VI,</i> <i>handled interruption w/o missing a beat</i> <i>I want to make a difference &amp; I want to teach</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

24/24

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**EMPLOYMENT INTERVIEW ANALYSIS**

Name of Applicant <u>Lori Carr</u>	Position Applied for <u>Elem</u>
Areas of Certification <u>K-6 - Spanish minor -</u>	
Name of Interviewer <u>Heller</u>	
Date of this Interview <u>3/19/04</u>	

*page 4 of 5 would do anything*

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					



	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☐ /24

24

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Lori Carr</i> <i>El Ed</i>	Position Applied for <i>minor Spanish Ed for elem.</i>
Areas of Certification <i>Team B</i>	
Name of Interviewer <i>03/19/04</i>	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4/
COMMENTS: <i>Expects to be a good teacher - needs to be more prepared to be a teacher - making words - don't know</i> <i>Read the book - that's the use for confirming - integrate</i> <i>AP</i> <i>Reading - Maria - I don't know - PE -</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4/
COMMENTS: <i>Since the - Monitor - Jan</i> <i>Students part of rule design (consistent)</i> <i>Look at IEPs - most meet needs when included</i> <i>diff. instruction - discussed with difference</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4/
COMMENTS: <i>Informal - of log of time (2001 - 2002)</i> <i>bell rings - before hand</i> <i>Formal - worth more than informal</i> <i>After 2.00 of study</i> <i>project - test - standard to</i>					

*"Facilitator of info" - time for student engagement*

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Wants to strengthen areas to benefit city.</i> <i>Work - accomplish more quickly</i> <i>use each other as resource</i> <i>C. +</i>					
I. worth APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ /1

☒ 24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lisa Taormino</u>	Position Applied for <u>Elem Ed (Finishing masters)</u>
Areas of Certification <u>3-4-04</u>	
Name of Interviewer <u>3-4-04</u>	
Date of this Interview <u>3-4-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Analyze std. needs - individual instruction. ability grouping</i> <i>4 Every area - standards.</i> <i>PSSA Standards - based <sup>all</sup> lessons on.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Proactive + positive expectations - explain why.</i> <i>Base things on individual needs. to develop fairness.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Formal / Informal. Base instruction (changes in) on assessments.</i> <i>Various instructional approaches.</i> <i>Whole group, then small groups.</i> <i>Integrating curriculum.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Interested in Reading Specialist. Team teaching referred to. Team work - co planning. Conf. - do not divulge names or incident - IEP integrity - proud, be best you can be.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Understands PSSA/standards well.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 /1

24 /24

(24)

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# EMPLOYMENT INTERVIEW ANALYSIS

<i>Yan Taberna</i> Name of Applicant	Position Applied for
<i>Ed Ed K-6 / Working Masters</i> Areas of Certification	
Name of Interviewer	
Date of this Interview	

	1	2	3	4	RATING
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>pre-assess</i> <i>small app instruction</i> <i>no specific in EL (read aloud)</i> <i>know SL</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>not specific, behavior plan, moved into lesson</i> <i>concept of fairness/differentiated instruction</i> <i>weekly newsletter to parents</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>very knowledgeable</i> <i>integrated instruction/direct instruction - keep short - actively engage</i> <i>* uses technology/W.</i> <i>Cookie rubric/creative</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Grammar? "with" not "without".</i> <i>Reading Specialist certification from the good</i> <i>collaboration / confidentiality / integrity. working hard</i> <i>be the best you can be</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Very receptive!</i> <i>excited about teaching</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 11

24 124

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## EMPLOYMENT INTERVIEW ANALYSIS

Lisa Taormina Name of Applicant	Elem. Position Applied for
Elem. Ed      Probations in Child Dev. Areas of Certification	
Team? Name of Interviewer	
03/24/04 Date of this Interview	
Currently, tech at North Gate 6	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Seems to meet at first with direct instruction to get into then break into groups</i> <i>Appears to have a working understanding of classroom</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Proactive, positive - tell objective</i> <i>taking most motivation to practice test -</i> <i>100 cream samples relate to rubric</i> <i>Concept of fairness - give students what they need</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>recom observation - informal look at to</i> <i>homework as formal determine change</i> <i>daily - incorporated practice in the</i> <i>limited homework</i> <i>Inquiry based - short direct instruction</i>					



	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: <i>* Interested in becoming a 2nd Specialist to bring into classroom</i> <i>Teamwork - collaborate Integrity - being proud</i> <i>Confidentiality - +</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: <i>enthusiastic +</i>					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>speaks very quickly</i> <i>very articulate</i> <i>Very positive - all children can learn</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

24/124

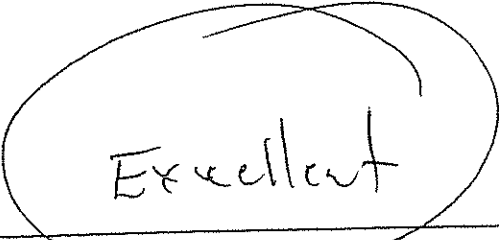
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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lisa Taormina</u>	Position Applied for <u>Elem</u>
Areas of Certification <u>Elem K-6 - Masters Ed Univ. of P.H. completed June</u>	
Name of Interviewer <u>Heller</u>	
Date of this Interview <u>3-4-04</u>	
<u>- No - Preference of Grade level -</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:  <div style="text-align: center; font-size: 1.2em;">Excellent</div>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					
					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 11  
 24 / 24  
 24 +

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

"No preference"

*Technology* *A Must Hire*

Name of Applicant	<u>Lisa Taormina</u>	Position Applied for	<u>Elem.</u>
Areas of Certification	<u>Elem K-6 working on MSD - Ch. II development</u>		
Name of Interviewer	<u>J. Kaew</u>		
Date of this Interview	<u>3/4/06</u>		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding. ✓	4
COMMENTS: <i>Very well versed in PSSA - All aspects. Knowledge of strategies for PSSA mentioned multiple intelligences.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>- organization very important - technology - - much communication w/ parent.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Very Very strong with understanding of PSSA " " " " technology in the classroom Experience w/ "Smart Board"</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Extremely motivated as an educator "whatever it takes"</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Presents very confident.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

<u>Lisa Taormino</u> Name of Applicant	Position Applied for <u>Elem Ed (K-6) (MA Pitt. - working on)</u>
Areas of Certification <u>D. STANTON</u> Name of Interviewer	
<u>3-4-04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>multiple standards - integrate all students taught to score from anchor papers</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>center, change as needed</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Confident</i> <i>Award for Teaching</i> <i>High energy</i> <i>WOW!</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 11

☒ 24/24 +

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	<i>Lisa Jaormena</i>	Position Applied for	<i>Elementary</i>
Areas of Certification	<i>Elementary</i>	<i>BS in child develop.</i>	<i>1 yr 6/04</i>
Name of Interviewer	<i>Schoonover</i>	<i>- master @ Un Pitts. - teach 1 day/week Instructed T</i>	
Date of this Interview	<i>3/4/04</i>		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>all lessons aligned + driven by standards</i> <i>everything I do I assess - do students understand</i> <i>PSSA prep</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>rubric, comm to parents</i> <i>in the paper</i> <i>manage - sm/ly group - good technology</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>grouping; flexible assignments</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Wk hard - to have student learn keynotes, notes</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
<u>POISE</u> /PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Findest Scholarship @ U. of Pitts - \$5000 excellent teaching (one of 4) taught R-internship She knows what we want teachers to do</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0/1

24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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24/24

# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Leon Saormen</u>	Position Applied for <u>Class Ed</u>
Areas of Certification <u>Team B</u>	
Name of Interviewer <u>3/4/04</u>	
Date of this Interview <u>3/4/04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) Answer as a unit - groups. 3 (2) Just answer 4					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (3) Expectations - why, why "Answer that" classroom mgmt. (4) Focus, dig into, under needs.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 5. obs, reflecting indep practice, HW, in class 6. 20-30 direct inst. groups, problem solving, inquiry learning. Actively engaged, concept examples.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① Reading Specialist - ② Tenure - excellent, planning Conf - present with Integrity - present, but you can be					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: 3-4					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

23 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Analyze stud. needs - individual instruction. ability grouping</i> <i>Every area - standards.</i> <i>RSA Standards - based <sup>all</sup> lessons on.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Proactive + positive expectations - explain why.</i> <i>Base things on individual needs. to develop fairness.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Formal / informal. Base instruction (change in) on assessments.</i> <i>Various instructional approaches.</i> <i>Whole group, then small group.</i> <i>Integrating curriculum.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Interested in Reading Specialist. Team teaching referred to. Team work - co planning. Conf. - do not divulge names or incident - IEP integrity - proud to be best you can be.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Understands PSSA/standards well.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 11

24 124

(24)

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

<i>John Thompson</i> Name of Applicant	Position Applied for
<i>Ed Ed K-6 / Working Masters</i> Areas of Certification	
Name of Interviewer	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>pre-lisac</i> <i>small app instruction</i> <i>no specific in EL (read aloud)</i> <i>knew SL</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>not specific. behavior plan moved into lesson</i> <i>concept of forward/differentiated instruction</i> <i>weekly newsletter to parents</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>very knowledgeable</i> <i>integrated instruction/direct instruction. keep short. actively engage.</i> <i>* class technology/M</i> <i>Cookie Rubric/choice</i>					





## EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Elisa Tammara	Position Applied for	Elem.
Areas of Certification	Elem. Ed. Part-time in Child Dev.		
Name of Interviewer	Tammara		
Date of this Interview	Currently, 1st of North Grove		

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding.	4

COMMENTS: Planning to meet with students - direct instruction to be used then break into groups. Planning to have a working knowledge of the curriculum.

II. CLASSROOM ENVIRONMENT	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding.	4
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COMMENTS: Proactive, positive - all objectives. This was not necessary to practice Act - 100 since source relate to rubric. Concept of fairness - give students what they need.

III. INSTRUCTIONAL DELIVERY	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding.	4
-----------------------------	--	---	---	---	---

COMMENTS: record observation - informing back to nonverbal as much as possible. I determine stage daily - independent practice. limited homework. I give back to direct instruction.

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates	4
COMMENTS: <i>*Interested in becoming a Life Specialist to bring into classroom</i> <i>Teamwork - cooperative</i> <i>Integrity - being proud</i> <i>Confidential - y - t</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: <i>enthusiastic +</i>					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>speaks very quickly</i> <i>very articulate</i>  <i>Very positive - all children can learn</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

24/124

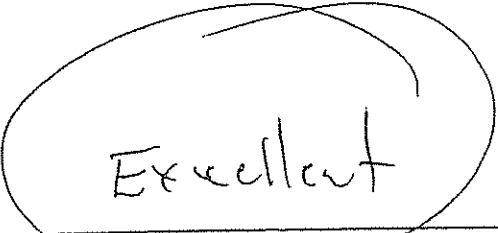
The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lisa Taormina</u>	Position Applied for <u>Elem</u>
Areas of Certification <u>Elem K-6 - Masters Ed Univ. of P.H. completed June</u>	
Name of Interviewer <u>Heller</u>	
Date of this Interview <u>3-4-04</u>	
<u>- No - Preference of Grade level -</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:  <div style="text-align: center; font-size: 1.2em;">Excellent</div>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident	Less than we would prefer	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					
					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

24/24  
+

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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Technology skills

A "Must Hire"

## EMPLOYMENT INTERVIEW ANALYSIS

"No reference"

Name of Applicant	Lisa Taormina	Position Applied for	Skinner
Areas of Certification	Elan K-6 working on MEd - Ch. II development		
Name of Interviewer	J. Kaews.		
Date of this Interview	3/4/04		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding. ✓	4
COMMENTS: Very well versed in PSSA - All aspects Knowledge of strategies for PSSA mentioned multiple intelligences.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - organization very important - technology - - much communication w/ parent.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Very</u> <u>Very</u> strong with understanding of PSSA " " " " technology in the classroom experience w/ "Smart Board"					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Extremely motivated as an educator "whatever it takes"</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Presents very confident.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.



# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Lisa Taormino</u>	Position Applied for <u>(MA Pitt. - working on)</u>
Areas of Certification <u>Elem Ed (K-6)</u>	
Name of Interviewer <u>D. STANTON</u>	
Date of this Interview <u>3-4-04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>multiple standards - integrate all students taught to score from anchor papers</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding	Less than we would prefer. Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: <i>entire, change as needed</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Confident</i> <i>Award for Teaching</i> <i>High energy</i> <i>WOW!</i>					

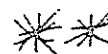
Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

24/24 +

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	<u>Lisa Tarrmina</u>	Position Applied for	<u>Elementary</u>
Areas of Certification	<u>Elementary</u>	BS in Child develop.	<u>1 yr</u>
Name of Interviewer	<u>B. Schoonover</u>	- master @ Un Pitts. - teach 1 day/week	<u>Instructor I</u>
Date of this Interview	<u>3/4/04</u>	<u>no preference for level</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:	all lessons aligned + driven by standards everything I do I assess - do students understand PSSN prep				
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS:	rubric, comm to parents in an paper manage - sm/ly group - good technology				
III. INSTRUCTIONAL DELIVERY	No knowledge evident Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding	Meets our requirements for hiring Exhibits an adequate understanding	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
COMMENTS:	grouping; flexible assignments				

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Wk hard - to have student learn keepers, notes</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
<u>POISE</u> / PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>Pinhead Scholarship @ U. of Pitts - FSU excellent training (one of 4) bright &amp; -internship She knows what we want teachers to do</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0/1

24/24

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24/24

# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>L. J. Jaramila</u>	Position Applied for <u>Flom Co</u>
Areas of Certification <u>Team B.</u>	
Name of Interviewer <u>3/4/04</u>	
Date of this Interview <u>3/4/04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: (1) Organized - commit - 3 days. 3 (2) Just answer 4					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (1) Expectations - why, why, "I don't think" - I don't know why? (2) Focus - why unit, under needs.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 5. Also, reflecting under position, 11/12, in class - 6. 20 30 first unit. groups, pull - sharing, language learning - actually engaged, answer for example.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: ① Reading, Spelling - ② Interview - excellent, planning Conf - present with Integrity - present, but you can be					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: 2-4					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

23 / 24

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## EMPLOYMENT INTERVIEW ANALYSIS

LESLIE JENSEN Name of Applicant MUSIC K-12 Areas of Certification WALT Name of Interviewer 5/3/04 Date of this Interview	Gifted ED. Position Applied for Working Teacher - 1st year in Gifted ED / taken PRAXIS
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TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: Standards - one to the state - a grade assessment - open-ended - different phases makes us aware.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: recognizing individual accorg. expand abilities motivate gifted students to do best. Management system - total respect - student input - set up behavior rules by teacher					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: effective model - Blooms taxonomy Critical thinking skills Leadership skills Technology - relative weak area					



	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>2 yrs to Masters - teach at college level</i> <i>integrity</i> <i>frankness</i> <i>confidentiality</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 1/1

☒ 20/24

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Leslie Jensen</u> Areas of Certification <u>Music Ed (3 states 8 yrs. experience)</u>	Position Applied for <u>Gifted Ed</u>
Name of Interviewer <u>Kurt Meador</u>	
Date of this Interview <u>5-3-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Standards - use as a guide. Assessment - individual projects lets you know where students are. High Quality - expectations. Take them at least &amp; expand upon. Teacher facilitator &amp; motivator to reach stud. potential.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Class Mgt. - establish respect - student input for rules/expectations Effective model - Bloom's Taxonomy, other models supported by Bloom. Methods of Instruction - Critical thinking skills, research based, menu of topics, creativity skills, leadership skills.</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Technology - power point, Arita, use of Allegrology College.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: Working on Master's in Gifted ed. online Missouri. 2 years left in program. Adjusted teaching at colleges in the area. Integrity - students can develop guidelines. Confidentiality - trust relationships, files confid. Communication - phone calls, letters. Family visit before school starts.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

20 / 24

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# EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant		Position Applied for	
Leslie Jensen		Online	
Areas of Certification		8 yrs teaching in 3 states - took PRAXIS	
Name of Interviewer			
Date of this Interview			

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: Guide - familiar with Ohio standards - used to write curriculum Discussed assessment of products, let's know where students are (weaknesses & strengths)					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: Expect high quality because of potential they have the tools - tech job to expand their tools in subject they are interested in (tchr/facilitator) Motivate students to meet potential					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: Critical thinking skills - many of them reinforced critical, creative & leadership skills Technology is integral Model: Bloom's tax model - Krathwohl model for higher ed.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: 2 yrs left in Masters Program, Adjunct prof at a college Integrity - talked around, societal responsibility Confiden. - Team Work - 2 teachers phone calls, letters Open rank might keep status quo					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

11

18 124

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## EMPLOYMENT INTERVIEW ANALYSIS

<u>Leslie Jensen</u> Name of Applicant	<u>Elem. Gifted</u> Position Applied for
<u>BA MUSIC — WORKING on MA Gifted</u> Areas of Certification	
<u>DAS</u> Name of Interviewer	
<u>5/20/04</u> Date of this Interview	
<u>Principal encouraged getting Gifted cert.</u> <u>8yrs exp</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>I understand the importance of standards - nice guide to follow</i> <i>"Assessment is different" - in gifted, it is an open-ended system</i> <i>identifies students</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding.	2
COMMENTS: <i>They have the tools, my job is to expand their knowledge</i> <i>Motivate to do well.</i> <i>Establish respect; their responsible for their behavior;</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates Exhibits a thorough understanding	4
COMMENTS: <i>Bloom Taxonomy → it works + makes sense</i> <i>Critical thinking skills; research; reinforcing</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>2 yrs. to MA in Gifted Adjunct Teaching at College Ohio has 'County Coordinators'</i>			<i>Integrity - ok Confident - ok Teamwork - 1.5 will have to work together</i>		
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS: <i>Phone calls, letters, Family Night - open forum. No change first yr.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

19/24

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